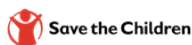


SOMALILAND NATIONAL EMPLOYMENT ACCORD



*Engaging through
targeted support
and collaborative
action*



ACKNOWLEDGEMENT

INTRODUCTION

On 29- 30 August 2018, a National Employment Conference was held in Hargeisa, Somaliland. More than 300 persons attended the conference to show solidarity with the principle of National Employment Accord. Participants came from government institutions, private sectors, young people, U.N. Agencies, INGOs, and LNGOs.

Somaliland national employment conference will provide a policy dialogue platform for exchange, discussions and information sharing among stakeholders. It will deeply be discussed on youth unemployment situation; analyze access to labor market challenges; promotion of social dialogue on youth employment; private sector linkages and challenges, Gaps in youth employment and training; Enactment of enabling private sector and economic policies to spur employment, strengthening collaborations and national employment forum and resolutions towards a national employment responsibility and action plans.

The national employment conference will have to inject a voice and action towards appropriate labor market policies, skills training and employment and help MESAF and line ministries come up with strategies to reduce youth unemployment through commitments to technical vocational training and education as a measure towards employment creation thus bridging the gap between private sector opportunities and youth capabilities.



partners, will jointly create employment and skills training opportunities for the youth. This is the first Employment Accord signed in Somaliland and is intended to create 10,000 jobs during the next four years.

This Employment Accord sets out the signatory partners' joint commitment regarding their resolve to prioritize youth employment and skills development. The parties will now work together to implement the Accord and report progress achieved on a regular basis to fulfill the following;

- Youth unemployment is a major national challenge and needs urgent and coordinated responses to address it. Therefore, establishing a comprehensive strategy on youth employment is necessary.
- The parties agree to work together to address youth unemployment and create employment opportunities for the youth. Hence their commitment to creating decent jobs for the youth.
- Technical vocational and education training (TVET) and entrepreneurship courses will be encouraged to ensure that youth have better chances of employment. A high-level committee will be appointed to determine which TVET courses have high demand in the labour market.
- TVET and entrepreneurship schools with complete equipment will be established in all regions.
- High quality teachers' training college will be established.
- The quality of the entire education system from primary to secondary education to university must be improved. University must teach courses that have demand in the labour market including TVET and entrepreneurship courses as well as science, engineering, nursing and environmental protection courses.
- Businesses will be encouraged to invest in small-scale industries.
- Production of indigenous products should be encouraged.
- Foreign investment will be encouraged and appropriate investment laws will be enacted as appropriate.
- Although full-time employment is preferred, part-time employment will also be encouraged.

The aim of this Employment Accord is not to displace experienced and older workers but rather to create new jobs for the youth.



WORD FROM THE PRESIDENT



Unemployment is a major problem that has been affecting Somaliland in the last 20 years. When it comes to youth, they are facing daunting challenge since they represent the majority of society. Not only are unemployment levels unbearable and so high, but there are fewer job opportunities and lack of employment creation programs. Desperate to break away from the cycle of abject poverty in which they live, many youth members have attempted to go to other countries where they thought they could find employment opportunities. Many die in the desert between Sudan and Libya; many are held as Libya; and many others die during their journey to Europe. Indeed, it is painful to wit-

ness the painful situation of the youth of our country. We must do something lest our youth keep suffering. We must create decent employment opportunities for the youth of this country. We have a duty to do so. We can no longer remain silent since silence is killing our youth.

A few months ago, I announced that my government had established youth trust fund account aimed at ensuring that services rendered to the youth have adequate funding. Other similar trust fund accounts that the government established include a trust fund for education to ensure that children have decent school buildings and another trust fund to improve sports and recreational activities. I also told the people of Somaliland that I would reinstate the national service program for students graduating from secondary schools so that young people could go to all corners of their country and learn about other citizens living in different places.

Today, I am here to announce that my government is serious about creating employment opportunities for the youth. In the next four years, we intend to create 10,000 jobs. We will accomplish this plan by establishing social partners with private sector, U.N. agencies, and international non-governmental organizations (INGOs). We will also focus on skills training programs, which will give the youth better chances of employment. We will assign young people to work in different government institutions and expand apprenticeship and internship

opportunities. Equally, we encourage the private sector to adopt similar strategies.

We will also encourage investment institutions to provide loans to youth-run firms. Together, we can create hope for our youth.

Today, I ask the minister of labor to develop policies that encourage the nationals to get jobs that foreigners absorb by training the nationals the necessary skills and qualifications for the market demands. In this way, we will make more jobs available for citizens. I also ask the minister of education to address the mismatch of university graduates and market demands to synergize the both to create jobs and produce qualified graduates to fill it.

On regard to financial restriction that withheld youth to access banks and start business, I ask the private banks to give loans to the young people that got innovative ideas and start ups. The banks are not to lend money to big businesses but also the young people should be given access to loans. The government is dedicated to fight corruption and became transparent to restore public trust. This will enable the public to pay taxes which gives the government the power to create jobs. The priority of my government is the security followed by health and education. These three sectors are given more emphasis and well budgeted. We ask our partners to work with us funding employment sector as we plan to create 10,000 jobs



Mrs. Hinda M. Jama,
Minister for Employment, Social and
Family Affairs.

Somaliland Ministry Employment Social and Family Affairs of is committed to fulfil the campaign promises of the president to create jobs to the youth to stop the cream of the country to migrate for the search of jobs and avert brain drain. The labour ministry is working on the development of the national employment policy, the national internship policy, the retirement policy and the pension policy as part of institutional reform for Somaliland workers. To equip university students with skills, the labor ministry plans to work with universities to train skills to university students and university drop-outs to open a new window of opportunities in the market demand.

Increasing numbers of high school and university graduates pushes the government to put emphasis on job creation strategies that enables young graduates to be absorbed by market demand. To make this happen, the ministry of education in collaboration with its partners to empower women and youth through skills training and employment promotions. The ministry of education is strengthening vocational training schools to get skilled labour which is needs large number of workers.



Yassin H. Mohamoud
Minister for Education
and Science.





Mohamed Shukri Jama,
Chairman of Somaliland Chamber of
Commerce, Industry and Agriculture

Somaliland market demands do not have adequate workers that match their needs. This makes the businesses suffer and seek foreigners to be hired for jobs that nationals could do if the education system is designed to produce market oriented graduates. The minister of education has taken the first steps to standardize education curriculums for the country which was not uniform before. Further steps is to be taken to design our education system to the market demands to create more jobs and make the economic growth.

Somaliland youth makes up 70% of the population which is 2.7 million in numbers. 40% of the youth is below the age of 18 years. The president is committed to open a youth account which his administration deposited \$200,000 and asked the private sector to contribute. Financing business start ups, innovations and ideas of the young people is difficult due to lack of invest banks in the country. Credit is not available for the young people. This complicates the young people to make their innovations and start ups financed. Therefore, we ask the very few local banks in Somaliland to give loans to youth and partake efforts to create more businesses by young people. To tackle the problem of migration, drugs and violence we're working with the minister of labour to create 10,000 jobs which youth will be the largest beneficiaries. We also encourage the young people to learn skills than art programs that doesn't have a market value to avert foreigners taking over jobs. Restrictions of employment pol-



Abdul-Aziz Saed Salah,
Chairman of Sonyo
National Youth Umbrella

icies for foreigners is to be adopted to make hard for private sector and NGOs to employ foreigners when the nationals have the skills and qualification to do the jobs.

Employment is giving a person to occupy a post to get a living. It is also important for the security, national interest and security. It helps the country in economic and stability terms. Employment is key for the government. The European Union is in many sectors in order to develop skills, and education in Somaliland. It also finances the livelihoods, resilience, and emergencies. EU recognizes the challenges facing Somaliland in creating jobs including the cost of energy which is high in terms of the cost, the credit challenges because limited access to financial sectors to finance programs that create more jobs. On the other hand, Berbera Port is an opportunity for Somaliland which will help the government's efforts of employment. The EU part of financing forces of Berbera Corridor which will absorb large workforce when it starts



Alberto Fait,
EU Representative



Anne Elisabeth Kobæk
Head of Office /
Programme Coordinator
Danida Programme
Office

DANIDA in collaboration with Somaliland government and partner agencies promote employment by training skills for women and youth. DANIDA located a special program to support women and youth with innovations and business ideas that needs finances, technical advice and trainings. In my recent Burao, I have seen active and energetic youth that believe they are the future of Somaliland and dedicated to contribute their country. Therefore, it is our responsibility to support them to make the future of Somaliland brighter. To create jobs, it is important to put emphasis to education in primary, secondary and tertiary education by making accessible to all to equip skills and qualification needed for the jobs.

DANIDA will share ideas with the government the government on establishing sound policies for the decades to come to promote job opportunities.



Mohamed Egeh,
Save The Children
Area Rep.

The motto of the conference is GET EMPLOYED. Save Children have been working the employment sector in Somaliland since 2006. We explore market opportunities to make available the youth to fill it. We provide skill trainings to young people from poor and vulnerable households in Somaliland. In our employment programs, we helped 732 youth which is 77% of the total students to be employed. We do not only provide trainings but we explore the market trends to make students that can answer the market demands and get jobs easily. DANIDA funds our employment programs in Somaliland.



COMMITMENT ACCORD ON SOMALILAND NATIONAL EMPLOYMENT

The National Employment Conference under the auspices of the ministry of employment and social affairs and its partners in creating jobs for all and promote employment held at Maansoor hotel, Hargeisa on the On 29- 30 August 2018 to reflect the status of employment in Somaliland.

***Taking note** of the statements made by the government of Somaliland through government institutions MESAF, MOT, MOYST, MOF, Law-makers and the Local Municipalities, the private sector; Chamber of Commerce, Industrial Associations, Financial Institutions – MFIs, Business cooperatives, Academic Institutions/TVET Service Providers, Development Partners; Donors – EU, DANIDA, INGOs – NEF Members, Civil Society Organizations and Youth Associations*

***Having** discussed and analyzed the status of employment in Somaliland. Explored the challenges associated with unemployment in the context of the prevailing national economic context; Drawn from technical research inputs and presentations made; Shared experiences on the impact of youth unemployment from our varied backgrounds; and Deliberated on the way forward as informed by our experiences and 'best practices' from the country and beyond.*

***Observing** the market demand and university graduate mismatches that complicates the market to absorb university graduates for jobs.*

***Noting** that the education and training systems are not designed to satisfy the human resources requirements of the economy (both formal and non-formal), thus universities supply biased (academically inclined)*

***Further noting** that the technical and vocational institutions are not established nationwide due to dilapidated equipment and lack of funding;*

***Concerned** about the great potential and energy within the youth, currently laying dormant;*

***Further concerned** about the absence of universities that provide programs that align to market demands and equip students to skills.*

***Worried about the effects** of high youth unemployment include youth engaging into migration, drugs, violence and crimes.*

Further worried about the fact that the current youth unemployment situation is not only an economic issue but also a social, political, (security), human rights and developmental issue that calls for an increased attention and decent work policy measures by government

Realizing the need of a comprehensive coordinated approach towards youth employment and developmental challenges

Cognizant of the need to achieve consensus and develop a common vision on matters involving youth employment and development by all key stakeholders

Encouraged by the work the ministry of labor is doing under its various programs and initiatives;

Mindful of the need to learn and draw lessons from emerging 'best practices' from the region and beyond; and

Further mindful of the emerging consensus on the need to integrate social and economic policies to achieve a holistic, integrated and balanced approach to Sustainable Development Goals.



Commitment 1: Public Sector Measures

- The establishment of a National Employment Policy for Somaliland by all key stakeholders of the conference.
- There is need for a multi-sectorial approach and the involvement of all relevant ministries working on the youth, labour and employment issues to create synergies in attacking unemployment.
- Work with the private sector to expand the employment/interns of young people, with targeted youth support and incentives schemes.
- Business organizations have endorsed the youth employment strategy as a practical and concrete way in which partnerships can be developed. They will undertake discussions within their structures to identify specific actions that can be taken to improve youth employment.
- Public initiatives, such as the recently established Somaliland Youth Fund will be encouraged to develop and strengthen dedicated programmes of support for youth enterprises and youth co-ops. Consideration will be given to enable and strengthen private and public sector commitment to improve youth employment.
- Increase the number of young people employed in the public sector, through coordinating and scaling up existing programmes under the National Service Programme.
- A National Skills Policy/Strategy to be developing and implemented.
- Decentralisation of youth employment initiatives that take into cognisance issues of gender, disability and other social exclusion issues.



Commitment 2: Private Sector Measures

- There is need for the establishment and strengthening of entrepreneurship education in schools and tertiary institutions to foster the development of an entrepreneurial culture among the youth to facilitate self-employment and meet the market demand by university graduates.
- A co-ordinated labour market information system needs to be established to monitor labour market trends and facilitate the designing, planning and monitoring of policies and programmes geared at employment generation.
- Government and the Development Partners should promote economic integration of the youth, thus youths should have access to finances, land, labour and entrepreneurial skills.
- Increase job opportunities and Maintain labor market and economy linkages.
 - a. Promote entrepreneurship programmes focused on high value added sectors and have potential to grow mainly Agriculture, Fisheries, Livestock and Renewable Energy to generate employment through focusing on value chain thematic areas. and SMEs creation and promotion and linkages with the BDS services.*
 - b. Lobby for Mainstreaming entrepreneurship into education system/training programs and encouraging young entrepreneurs through financial and BDS support.*
 - c. Strengthening of SMEs Associations to lobby for assistance from duty bearers.*
 - d. Encourage linkages between private and public sector, and educational institutions to promote internships and apprenticeship schemes.*
 - e. Promote labour intensive employment programmes.*
 - f. Strengthen and expand jobs centres to facilitate Labour market functioning.*
 - g. Raise awareness on available employment and training opportunities.*

Commitment 3: National and International Partners

- Linkages between labor market and skills training system enhanced
 - a. Review and implement market oriented education system and training curricula to address skills mismatch.*
 - b. Harmonization existing TVET curriculum, Review VQA / F and implement Quality Assurances and Standardbreds in the skills training value and The National qualifications framework works closely with the private sector.*
 - c. TVET skills training is informed by labor markets gaps and develop private sector led approach.*
 - d. Strengthen and expand TVET institutions and embrace TVET revitalization towards higher levels skills training.*
 - e. Increase rural based TVET programs to enhance girl's access to TVET to skills training and employment potential.*
 - f. Review Universities act to align with needs and economic levels of the country for employment creation.*
- Legal and policies reforms on employment and Management information systems development.
 - a. Development of employment laws and policies and presentation to parliament for approvals and other policies and law that contribute to decent employment.*
 - b. Revise and further improve existing legal framework including laws related to child labour*
 - c. Develop Labour Relations Guidelines*
 - d. Develop Somaliland National Employment Policy and Entrepreneurship Strategy*
 - e. Establish and strengthen employer's association and labour Union*
 - f. Establish and strengthen institutions of social dialogue among government, employers' associations and labour unions*
 - g. Document and disseminate information on work-related injuries and diseases*
 - h. MIS database facilitates information on employment data and trends.*
 - i. Maintain data on existing, new jobs potential labor demands*

FOLLOW-UP MECHANISMS AND ACTION PLAN



The targets set out in this framework need to be phased in over an appropriate period, reflecting both the urgency of Somaliland youth employment and the capacity of public and private institutions, which should be enhanced.

Following this endorsement of the partnership framework by all parties, it is agreed that a Somaliland National Employment Forum will be set up to develop and announce the Action Plan which will contain specific targets and timeframes to enable rollout of youth-focused employment programmes, consistent with the above.

The first meeting of the Somaliland National Employment Forum will be held during December 2018. An Action Plan for the first phase will be developed and announced by National Youth Month, January 2019. A detailed report will be tabled within 12 months on the progress that has been achieved.

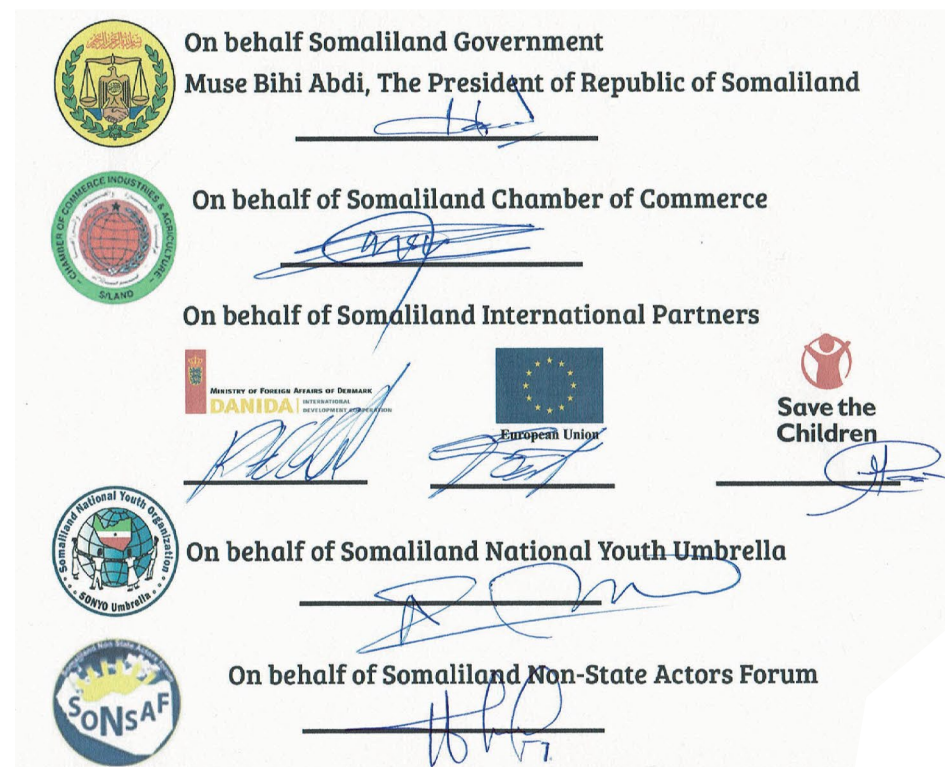
A Follow-up set of commitments will also be developed, based on the lessons of the first phase.

SOMALILAND NATIONAL EMPLOYMENT CONFERENCE

RE- ENGAGING SOMALILAND YOUTH THROUGH TARGETED SUPPORT AND COLLABORATIVE ACTION

SIGNATURES

We, representatives of organisations, now hereby pledge to work together to achieve the goals set out for both somaliland national youth Employment Strategy and Employment Accord.



29 August 2018, Mansoor Hotel,
Hargeisa, Somaliland.

29 – 30 kii bishii August 2018, ayaa Shirwayne Shaqo Abuur oo Heer Qaran ah lagu qabtay Hargeysa, Somaliland. In ka badan 300 qof ayaa ka soo qayb galay shirwaynaha si ay u muujiyaan ka midowga mabda'a Axdiga Shaqo-abuurka Qarameed. Ka qayb galayaashu waxay ka socdeen haya'daha dawlaha ah, kuwa gaarka ah, da' yar, Hay'adaha UN, ururada caalamiga ah iyo kuwa dawlaha ah intaba.

Shirwaynaha Somaliland ee Shaqo – Abuurka heer qaran waxa uu barxad u noqday wada hadal siyaasadeed oo ku salaysan is dhaafsiga iyo wadaagga xogta ka dhexaysa daneeyayaasha kala duwan. Waxa si qoto dheer looga wada haday xaalada shaqo la'aanta da' yarta; laguna falanqayeyay caqabadaha gelitaanka suuqa shaqada; Kor u qaadista wada hadalka bulsho ee ku wajahan shaqo abuurka dhalinyarta; xidhiidhka iyo caqabadaha ganacsiga gaarka ah, Nusqaamaha shaqooyinka iyo tababarada dhallinta; Hir galka awoodaynta ganacsiyada gaarka ah iyo siyaasadaha dhaqaale si kor loogu qaado shaqaalaynta, xoojinta is kaashiga iyo shirarka qarameed ee shaqo abuurka isla markaana taakulaynta ku wajahan ma-suuliyada shaqo abuur ee qaranka iyo qorshayaasha waxqabad.



Shirwaynaha shaqo abuurka ee heer qaran waxa xoogga lagu saaray ka hadalka iyo tallaabo qaadista looga dan leeyahay siyaasado ku habboon suuqa shaqo, tababarada xirfadeed iyo shaqo abuurka isla markaana taakulaynta Wadaarada shaqo-gelinta, arrimaha bulshada iyo qoyska iyo wasaaradaha kale si ay u meel dhigaan siyaasado lagu yaraynayo heerka shaqo la'aanta dhallintayada oo loo marayo ballanqaadyo tababaro xirfadeed/farsamo iyo waxbarasho kuwaas oo lagu gaadho shaqo abuur oo xidhiidh ka dhex abuuraya fursadaha ganacsiyada gaarka ah iyo kartida dhallinta.

Munaasibadan waxa ay wada hawl galayaasha bulsho – Dawladda, ganacsiyada gaarka loo leeyahay iyo hay'adaha caalamiga ahi – ku saxeexeen Axdiga Shaqo – Abuurka iyaga oo ballanqaadaya inay iyaga oo iska kaashanaya, si wadajir ah ugu abuurin doonaan dhallinta shaqooyin iyo fursado tababaro xirfadeed. Kani waa Axdi Qarameedkii ugu horreeyay ee Shaqo – Abuur ee laga saxeexo Somaliland waxana looga dan leeyahay in lagu abuurdo 10,000 oo shaqo inta lagu gudo jiro afarta sanno ee soo socda.

Axdi Qarameedkan Shaqo – Abuurku waxa uu dejinayaa u hoggaansanaanta dhinacyada saxeexay u yeelanayaan mudnaanta shaqo gelinta dhallinta iyo horumarinta xirfadooda. Dhinacyadu waxay si wadajir ah uga hawl gali doonaan fulinta Axdiga iyo joogtaynta warbixinta horumarka la marinayo si looga gaadho arrimahan;

- Shaqo la'aanta dhallintu waa caqabad qarameed weyn una baahan waxqabad degdeg ah oo layska kaashado. Sidaa darteed, aasaaska istaraatiijiyad dhammaystiran oo laga yeesho shaqo abuurka dhallintu waa lagama maarmaan.
- Dhinacyadu waa inay ku heshiiyaan inay wada shaqeeyaan si wax looga qabto shaqo la'aanta dhallinta looguna abuurdo fursado shaqo. Sidaa darteedna u ballanqaadaan inay u abuurin dhallinta shaqooyin habboon.
- Tababaro xirfadeed, farsamo iyo waxbarasho (TVET) iyo koorsooyin ganacsi abuur ayaa la dhiirri galin doonaa si loo hubiyo helitaanka dhallinta ee fursado shaqo habboon, guddi heerkeedu sarreeyo ayaa loo magacaabi doonaa si ay u go'aamiyaan koorsooyinka tababarada farsamo (TVET) ee baahida ugu badan looga qabo suuqa shaqaalaha.
- Dugsiyo tababarada farsamo (TVET) iyo ganacsi abuurka ah ayaa la aasaasi doonaa kuwaas oo qalabkoodu u dhammaystiran yihiin.
- Kulliyado lagu tababaro barayaal tayadoodu sarraysa ayaa la aasaasi doonaa.
- Tayada dhammi nidaamka waxbarasho laga billaabo dugsiyada hoose illaa kuwa sare iyo jaamacadaha waa in kor looga qaadaa. Jaamacaduhu waa in lagu barto koorsooyin baahi badan looga qabo suuqa shaqo sida; koorsooyinka TVET iyo Ganacsi abuurka isla markaana sayniska, Dhismaha (Engineering), caafimaadka (nursing) iyo ilaalada deegaanka (Environmental Protection).
- Ganacsiga waa la dhiirri galin doonaa si loo maal gashado warsahadaha yar yar (Small scale industries).
- Soo saarka badeecooyinka asalka ah waa in la dhiirri galiyaa.
- Maal gashiga shisheeye waa la dhiirri galin doonaa waxana la dhaqan galin doonaa sharciyo maal gasho habboon.
- Iyada oo la door bidayo shaqada wakhti buuxa ah, shaqada wakhti dhiman iyadana waa la dhiirri galin doonaa.

Ujeedada Axdi Qarameedkan Shaqo – Abuur ma aha bedelka/baro kicinta shaqaalaha khibrada leh ee da'doodu weyntahay balse waa in loo abuurdo dhallinta shaqooyin cusub.



KELMADA MADAXWEYNAHA



Shaqo la'aantu waa dhibaato weyn oo Somaliland saamaeynaysay mudadii 20kii sanno ee ugu dambeeyay. Dhallintu marka laga hadlayo waxay la kulmaan caqabado adag maadaama ay matalaan bulshada inta ugu badan. Kaliya ma jirto dhibaataada shaqo la'aanta oo sarreysa balse waxa kale oo dhibaato ah fursadaha shaqo oo kooban oo ay weheliyaan la'aanta mashaariic lagu abuurayo shaqo. Iyaga oo ka quustay baxsadna kaga jira noloshu saboolnimo ee ay ku jiraan, dhallin farabadan ayaa isku dayday inay tagaan wadamo kale halkaas oo ay u malaynayaan inay ka heli karaan fursado shaqo. In badan ayaa ku dhimata dhulka lama

degaanka ah ee u dhexeeya Sudan iyo Libya; in badan baa lagu qafaalaa oo u gacan gala magafayaasha iyo dadka ka ganacsada tahriibka; qaar fara badan oo kalena waxay ku dhintaan iyaga oo u sii safraya Europe. Dhab ahaantii, waa wax laga damqado aragtida xaalada ay ku sugan yihiin dhallinta waddankeenu. Waa in aynu wax ka qabanaa si aynu uga hor tagno dhibaataada haysata dhallinteena. Waa inaynu dhallinta waddankan u abuurnaa fursado shaqooyin habboon. Masuuliyad baa ina saran. Waa inaynu ka baxnaa aamusnaanta wixii imika ka dambeeya maadaama aamusnaantu dilayso dhallinteena.

Dhawr bilood ka hor waxaan ku dhawaaqay in dawladaydu aasaastay sanduuq dhaqaale/maalgashi oo kayd u ah dhallinta oo lagu hubinayo in adeegyada loo qabanayo dhallinta loo hayo dhaqaale ku filan. Sanduuqyo kale oo dhaqaale oo dawladdu aasaastay ayaa waxa ka mid ah mid loogu talo galay waxbarashada si ardaydu u helaan dugsiyo shisme ku habboon leh, sanduuq kale ayaa isagana loogu talo galay horumarinta ciyaaraha iyo waxqabadada madadaalada. Waxa kale oo aan shacabka Somaliland u sheegay inaan dib u soo celin doono barnaamijka adeega qaranka ee u gaarka ah ardayda ka qalin jabisa dugsiyada sare si da' yartu u tagaan dhammaan dhinacyada kala duwan ee waddankooda una bartaan dadweynaha kale eek u nool goobaha kala duwan ee dalka.

Maanta waxaan halkan u joogaa inaan ku dhawaaqo in dawladayda ay ka go'antahay in dhallinta loo abuuru

shaqo. Afarta sanno ee soo socda waxaanu ku talo jirnaa inaanu abuurno 10.000 oo shaqo. Waxa lagu gaadhi karaa qorshahan iyada oo la aasaaso xidhiidh shaqo oo la la yeesho ganacsiyada gaarka ah, hay'adaha UN, iyo hay'adaha caalamiga ah ee kale (INGOs). Waxa kale oo aan awooda saari doonaa mashaariicda tababarka xirfadeed, kuwaas oo dhallinta u fududaynaya fursado fiican oo shaqo ay ku helaan. Waxa da' yarta loo qoran doonaa inay ka shaqeeyaan xafiisyada dawlada ee kala duwan isla markaana waxa la ballaadhin doonaa fursadaha tababarada shaqo ee kooban (Internship and Apprenticeships). Waxa intaas mid la mid ah lagu dhiirri galinayaa qaybaha gaarka ah inay qaataan istaraatijiyado la mid ah. Waxa kale oo aanu ku dhiirri galinaynaa hay'adaha maalgashiga inay shirkadaha iyo ganacsiyada da' yartu leedahay u fidiyaan daymo dhaqaale. Wadajir ayaynu rajo ugu beeri karnaa da' yarteen.

Maanta, waxaan ka dalbanayaa wasiirka shaqada inuu horumariyo siyaasadaha dhiirri galinaya in muwaadiniintu helaan shaqooyinka ay haystaan iyada oo muwaadiniinta lagu tababarayo xirfadaha iyo shuruudaha laga ma maarmaanka u ah baahiyaha suuqa. Sidan, waxaynu ku abuuri karnaa shaqooyin badan oo ay eli karaan muwaadiniintu. Waxa kale oo aan ka codsanayaa wasiirka waxbarashada inuu wax ka qabto is qaban waaga ka jira ardayda ka qalin jabisa jaamacadaha iyo baahiyaha suuqa shaqo si ay u wada shaqeeyaan/isku barbar socdaan abuurka shaqo iyo soo saarka arday qalinjabisay oo u qalma buuxinta goobahaas.

Marka loo yimaado yaraanta dhaqaale ee ku adkaynaysa dhallinta inay bangiyada ka helaan daymo ay ku bilaabaan ganacsiyo, waxaan ka codsanayaa bangiyada gaarka ah inay dhallinta la yimaada fikradaha cusub ee ganacsi u fidiyaan daymo dhaqaale. Bangiyadu maaha inay daymaha u fidiyaan ganacsiyada waaweyn oo kaliya balse waa in dhallintuna awoodaan in la deymeyn karo. Dawlada waxa ka go'an inay la dagaallanto musuqmaasuqa isla markaana noqoto mid daah furan si loo soo celiyo kalsoonida bulshadu u leedahay dawladda. Tani waxay u fududaynaysaa dadweynaha inay bixiyaan cashuuraha dawlada u hir galinaya abuurka shaqo ee looga baahanyahay. Muhiimada koowaad ee dawladaydu waa nabad gelyada oo ay ku xigaan caafimaadka iyo waxbarashada. Saddexdan qaybood xooqga ayaa la saarayaa isla markaana waxa loo meelaynayaa miisaaniyad ku habboon. Waxa aanu ka codsanaynaa wada hawl galayaasheena inay naga gacan siiyaan ka wada shaqeynta iyo maal galinta qaybaha shaqo gelin annaga oo qorshahayagu yahay abuurka 10,000 oo shaqo.





Marwo Hinda M. Jaamac,
Wasiirka Wasaarada Shaqada
iyo Arrimaha Bulshada.

Wasaaradda Shaqada iyo Arrimaha Bulshada waxa ka go'an inay fuliso ballanqaadyada ololaha madaxwenuhu soo bandhigay oo ah in dhallinta loo abuuro 10,000 oo shaqo si labeenta wadanka looga joojiyo u tahbriibka waddamada shisheeye iyaga oo ka raadinaya shaqooyin isla markaana looga hor tago maskax dhaqa. Wasaarada shaqaaluhu waxay ka shaqeynaysaa horumarinta siyaasada shaqo ee qaranka, siyaasada tababarka shaqo ee qaranka, iyo siyaasada hawlgabka ka qayb ahaan dib u habeynta hay'adeed ee shaqaalaha Somaliland. Si ardayda jaamacadaha loogu qalabeeyo xirfado, Wasaarada shaqaaluhu waxay qorshaynaysaa inay jaamacadaha kala shaqeyso tababarka xirfadeed ee loo qabanayo ardayda jaamacadaha iyo ardayda joojisay waxbarashada jaamacadeed si loogu furo albaabo fursadeed oo ay ka galaan baahiyaha suuqa.

Sii korodhka tirade ardayda ka qalin jabinaysa dugsiyada sare iyo jaamacaduhu waxa uu cadaadis ku hayaa dawlada inay xoogga saarto istaraatiyadaha shaqo abuur kuwaas oo dhallinta qalinjabisa awood u siinaya in looga faa'ideeyo baahiyaha suuq. Si ay tani u fusho, Wasaarada Waxbarashadu iyada oo ka kaashanaysa wada hawlgalayaasheeda waxay awoodayn doontaa dumarka iyo dhallinta iyada oo loo marayo tababaro xirfadeed iyo shaqo gelin iyo dallacsiin shaqo. Wasaaradda waxbarashadu waxay xoojinaysaa dugsiyada tababrada farsamo si loo helo shaqaale xirfadoodu sarrayso.



Yaasiin X. Maxamuud
Wasiirka Wasaarada
Wasxbarashada iyo Sayniska,

Baahiyaha Suuqa Somaliland looma hayo shaqaale ku filan oo buuxiya. Tani waxay keenaysaa in ganacsiyada dhibaatooyin ku yimaadaan kadibna raadiyaan shaqaale shisheeye ah oo loo qaato shaqooyin ay muwaadiniintu qaban karaan haddii nidaamka waxbarasho loo qaabeeyo hab soo saaraysa arday u tababaran wax ka qabadka baahiyaha suuqa. Wasiirka waxbarashadu waxa uu qaaday tallaabooyinkii ugu horreeyay ee lagu midaynayey manaahijta waddanka oo aan ahayn qaar isku mid ah markii hore. Tallaabooyinka dheeraadka ah waxa loo qaadayaa si loo qaabeeyo nidaamkeena waxbarasho hab ku habboon baahiyaha suuqa si loo abuuro shaqooyin intaas ka badandhaqaalaha loo kobciyo.



Maxamed Shukri Jaamac
Guddoomiyaha Rugta
Gancsiga, Warshadaha
iyo Beeraha Somaliland



Cabdul Aziiz Siciid Saalax
Guddoomiyaha Dallada
Dhallinyarada Heer Qaran
ee SONYO

Dhallinta Somaliland dadweynaha Somaliland waxa uu ka yahay 70% oo u dhiganta 2.7 milyan tiro ahaan, dhallinta 40% da'adoodu waxay ka yartahay 18 jir. Madaxweynuhu waxa ka go'an inuu aasaaso sanduuq dhaqaale oo dhallintu leedahay kaas oo maamulkiisu ku shubay \$200,000 uu

kana codsaday qaybaha bulshadu gaarka u leedahayna inay kala qayb qaataan dhigaalkaas. Maalgashiga ganacsiyada billowga ah iyo fikradaha cusub ee da' yartu la timaadaa waa wax la'aanta bangiyo maalgashi awgeed. Dhallinta lama daymeeyo. Tani waxay keensanaysaa inay da' yarta ku adkaato maalgashiga ganacsiyadooda iyo fikradohooda cusub. Sidaa darted, waxaanu bangiyada tirade kooban ee dalka ka codsanaynaa bixinta daymaha dhaqaale kana qayb qaataan abuurka ganacsiyo cusub oo da' yartu leedahay. Si looga hortago dhibaataada tahriibka, daroogada iyo rabshadaha, waxaanu kala shaqeynaynaa wasiirka shaqada abuurka 10,000 oo shaqo oo ka faa'idaysta yaasha ugu weyni noqon doonaan dhallinta. Waxa kale oo aanu ku dhiirri gali-

naynaa da' yarta barashada xirfadaha inay ku bedeshaan cilmiga kale ee suuqa wax baahi ah looga qabin si looga hortago shisheeyaha la wareegaya shaqooyinka. Xannibaado siyaasadeed ayaa lagu soo rogi doonaa ganacsiyada gaarka loo leeyahay iyo hay'adaha aan dawliga ahayn (NGOs) si loogu adkeeyo shaqo galinta shisheeyaha iyada oo muwaadinku xirfadaha shaqo iyo suruudaha loo baahanyahay leeyahay.



Alberto Fait,
Wakiilka EU

Shaqo galintu waa qof lagu buuxiyo goob shaqo si uu uga macaasho. Waxa kale oo ay muhiim u tahay nabadgalyada iyo danta qaranka. Waxay ka qayb qaadataa dhaqaalaha iyo xasiloonaada waddanka. Shaqo galintu waxay fure u tahay dawladda. Midowga Europe waxa uu ka hawlgalaa qaybo fara badan si loo horumariyo xirfadaha, iyo waxbarashada Somaliland. Waxa kale oo dhaqaale galiyaa nolo maalmeedyada, Xajinta iyo xaaladaha degdegga ah. Midowga Europe waxa uu aqoonsanyahay caqabadaha la darsa Somaliland dhinaca abuurka shaqo hadday tahay dhaqaalaha galaya oo sarreeya iyo la'aanta nidaamyo daymo dhaqaale oo lagu maal galiyo mashaariicda abuuraya shaqooyin dheeraad ah labadaba. Dhanka kale, Dekada Berberi waxay Somaliland u tahay fursad ka caawin doonta dawladda dadaalkeeda shaqo gelin. Midowga Europe (EU) qaybtiisa dhaqaale wuxuu ka qayb gali doona maalgashiga Wadiiqada Berbera (Berbera Corridor) taas oo laga hawl galin doono shaqaale tiradiisu badantahay marka la billaabo.

Danida, iyada oo ka kaashanaysa dawladda Somaliland iyo hay'adaha kala hawl gala waxay kor u qaadaan heerka shaqo galin iyaga oo tababaro u fidiya dumarka iyo dhallinta. DANIDA waxay meelaysay mashruuc gaar ah oo lagu taageerayo dumarka iyo da' yarta la yimaada fikrado cusub oo ganacsi isla markaana u baahan maal gashi, talo farsameed iyo tababaro intaba. Safarkaygii ugu dambeeyay oo an ku tagay Burco, waxaan arkay da' yar firfircoon kuwaas isla markaana aaminsan inay yihiin mustaqbalka Somaliland una heellan wax ku darsiga waddankooda.

Sidaas darted, waxa masuuliyadayadu tahay Staageeradooda si mustaqbalka Somaliland u wanaagsanaado. Si loo abuurto shaqooyin, waxa muhiim ah in awoodda la saaro waxbarashada hoose, sare iyo darajadaha ka sii sarreeya intaba iyada oo lagu dadaalayo in dhammaan dadku helaan tacliin isla markaana lagu qalabaynayo xirfadaha iyo shuruudaha looga baahanyahay shaqooyinka.



Anne Elisabeth Kobæk
Guddoomiyaha Xafiiska/
Isu Duwaha Mahaariicda
Danida

Hal ku dhigga shirweynuhu waa SHAQO HEL. Hay'ada Save the Children waxay ka soo hawl galaysay qaybaha shaqo abuurka Somaliland laga soo billaabo sannadkii 2006. Waxa aanu baadhnaa fursadaha suuqa si aanu ugu fududayno dhallintu inay ka shaqo gasho. Waxa aanu tababaro xirfadeed u fidinaa dhallinta ka soo jeeda qoysaska Somaliland ee saboolka ah isla markaana nugul. Mashaariicdayada shaqo abuur, waxa aanu gargaarnay shaqo gelinta 732 oo da' yarta ah oo u dhiganta 77% tirada guud ee ardayda ka qalinjabinaysa jaamacadaha una baahan in la shaqo galiyo. Kaliya ma bixino tababaro balse waxa aanu sahaminaa isbedellada suuqa si aanu ardayda uga dhigi karno qaar ka jawaab celin kara baahiyaha suuqa isla markaana si fudud u heli kara shaqooyinka. DANIDA ayaa maal galisa mashaariicdayada shaqo abuur ee Somaliland.



Maxamed Cige
Wakiilka Deegaanka ee
hay'ada Save the Children



BALLAN-QAADYADA AXDI QARAMEEDKA SHAQO ABUURKA SOMALILAND

Shir Guddoonka Shaqo Abuurka Somaliland iyada oo ay kafaalanayaan wasaarada shaqada iyo arrimaha bulshada iyo wada hawl galayaasheeda abuurka shaqo iyo helitaanka shaqo guud ahaanba bulshada ah kaas oo lagu qabtay Maansoor Hotel, Hargeysa taariikhdu markay ahayd 29 – 30 bishii August, 2018 oo lagu muujinayay xaalada shaqo ee Somaliland.

Qoraalka iyo bayaanada ay bixisay dawladda Somaliland iyada oo marinaysa hay'adeheeda dawlaga ah ee MESAF, MOT, MOYST, MOF, Sharci dejiyayaasha iyo Dawladaha Hoose, Qaybaha Gaarka ah; Rugta Ganacsiga, Ururada Warshadaha, hay'adaha maaliyadeed – MFIs, Is-Kaashatada Ganacsi, Hay'adaha Tacliinta/Adeeg bixiyayaasha TVET, Wada hawl galayaasha Horumarka; Deeg bixiyayaasha – EU, DANIDA, INGOs – Xubnaha NEF, Uruurada Bulshada iyo Ururada Dhallinyarada.

Iyada oo laga wada hadlay isla markaana la falanqeeyay xaalada shaqo ee Somaliland, la sahamiyay caqabadaha la xidhiidha shaqo la'aanta iyada oo laga eegayo macnaha guud ee dhaqaalaha qaranka;

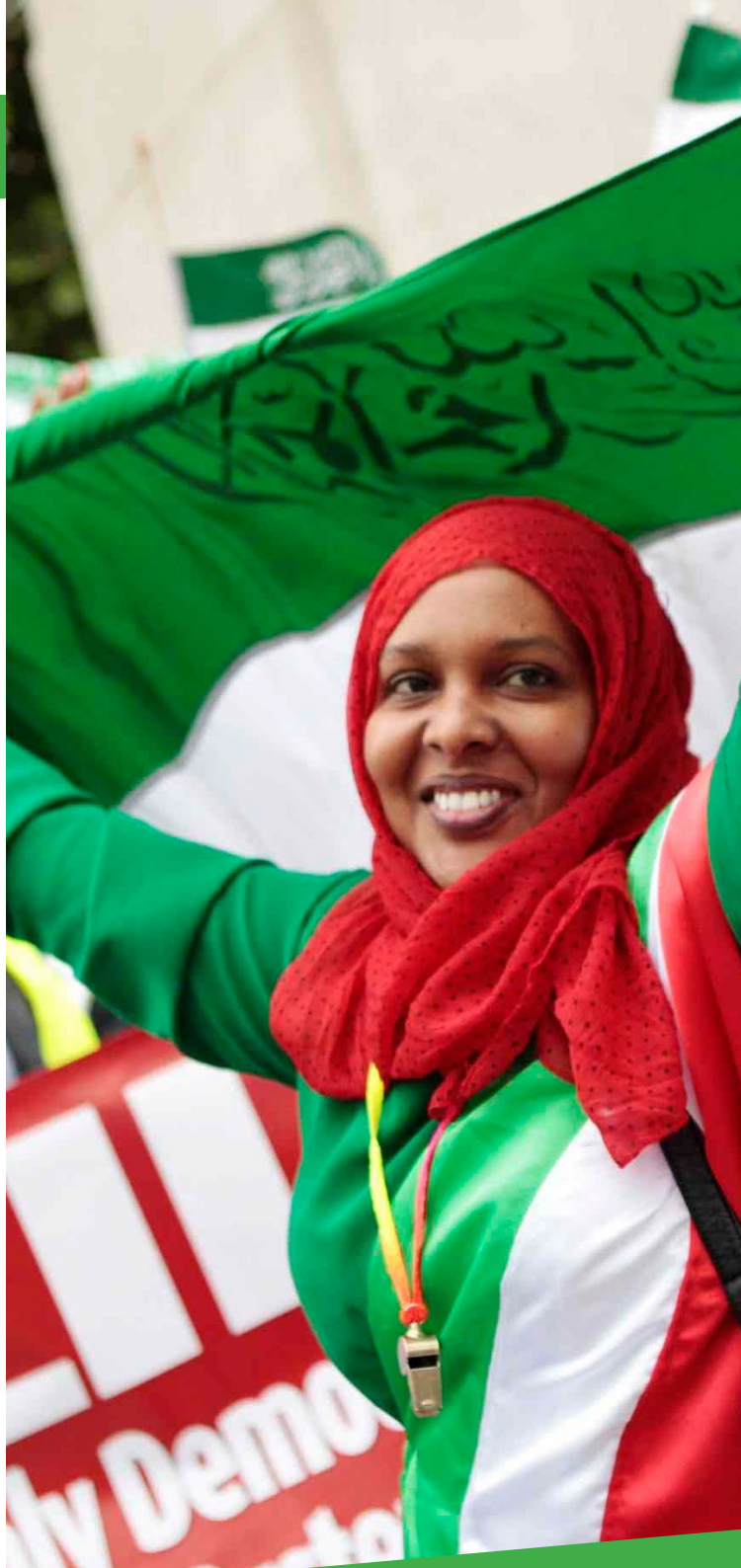
Laga soo xigtay wax galinta iyo soo bandhigyada ku salysan daraasadaha farsameed;

Khibradaha la wadaago ee saamaynta shaqo la'aanta dhallinyarada ee kala duwanaanshaha waayo aragnimo; iyo tix gelinta habka lagaga baxayo sida ay inoo hagayso khibradeena iyo "dhaqamada ugu fiican" dalka gudhiisa iyo inta ka baxsan.

U fiirsanaya isku habayn la'aanta baahiyaha suuqa iyo qalinkabiyayaasha jaamacadeed ee xannibaya in suuqu ardayda qalin jabinaysa u qaato shaqooyinka.

Og in nidaamka waxbarashada iyo tababarka loo qaabaynin hab qancinaya shuruudaha dhaqaalaha wadanku ka leeyahay ilaha biniaadam (rasmi iyo rasmi la'aan labadaba), sidaa darteed jaamacaduhu ay soo saarayaan arday (tacliin ahaan jilicsan).

Ogaansho dheeraad ah u leh in dugsiyada farsamo iyo xirfadeed aanay dalka oo dhan ka dhisnayn duruufo qalab yari iyo dhaqaale la'aan awgood;



Ka walaacsan tamarta iyo awooda weyn eek u kayd-san dhallinyarada, oo hadda aan laga faa'idaynin.

Walaac dheeraad ahna ka qabta la'aanta jaamacado soo saara barnaamijyo u dhigma baahiyaha suuqa kuna qalabeeya ardayda xirfado.

Ka werwersan in saamaynta shaqo la'aanta shalinyarada ka mid yihiin ka qayb gaadashada tahriibka, daroogada, rabshadaha iyo dembiyada.

Werwer dheeraad ah ka qabta xaqiiqada in xaalada shaqo la'aanta dhallinyarada ee xilligani aanay ahayn kaliya dhibaato dhaqaale balse mid bulsheed, (nabad gelyo), xuquuqal aadame iyo dhibaato horumar intaba oo u baahan in la la yimaado foajignaan dheeraad ah iyo siyaasad shaqo ku habboon oo ay dawladdu ka yeelato.

Ogaatay baahida loo qabo hab ballaadhan oo isu duwid leh oo lagu gaadhayo shaqo gelinta dhallinyarada iyo ka horumarka caqabadaha.

Og baahida loo qabo ka gaadhista heshiis iyo horumarinta aragti guud arrimaha ku lug leh shaqo abuurka dhallinyarada iyo horumarka dhammaan daneeyayaasha.

Ku dhiirran shaqada wasaarada shaqadu qabanayso mashaariicda iyo mashaariicdeeda iyo dedaaladeeda kala duwan;

Xasuusan baahida loo qabo barashada iyo is barbar dhigga casharradii hore ee laga bartay 'dhaqamada ugu fiican' ee gobollada iyo wixii ka baxsan; iyo

Xasuus dheeraad ah u leh heshiiska soo muuqda ee baahida loo qabo is dhex galka siyaasadaha dhaqaale iyo bulsheed si loo gaadho nidaam dhammaystiran iskuna dheelli tiran oo lagu gaadho Yoolalka Horumar.

Intii lagu gudo jiray shir guddoonka, Ballanqaadyadan / talooyinkan soo socda ayaa la soo jeediyay;

Ballanqaadka 1aad: Tallaabooyinka Dawladda

- Aasaaska siyaasad shaqo abuur qarameed oo Somaliland leedahay iyada oo ay iska kaashanayaan dhammaan daneeyayaasha shir weynuhu.
- Waxa jirta baahi loo qabo nidaam dhinacyo badan ku lug yeeshaan kana qayb qaataan dhammaan wasaaradaha xidhiidhka la leh ee ka hawl gala dhalinyarada arrimahooda, shaqaalaha iyo arrimaha shaqada inay abuuraan habab isku xidhan oo lagaga hor tago shaqo la'aanta.
- La shaqeynta qaybaha gaarka ah si loo ballaadhiyo shaqaalaysiinta/ tababarad shaqo ee loo fidinayo da' yarta, oo loo beegsanayo taageerada dhallinyarada iyo hababka dhiirri galineed.
- Ururada ganacsatadu way taagereen tallaabooyinka loo qaadayo shaqo abuurka dhallinyarada iyada oo loo marayo hab la taaban karo oo wax ku ool ah oo lagu aasaasayo xidhiidh wada shaqeyneed. Waxay dhexdooda wada yeelan doonaan wada hadallo si loo ogaado tallaabooyinka gaarka ah ee la qaadi karo si kor loogu qaado shaqaalaysiinta dhallinyarada.
- Waxqabadyada Dawlada, sida sanduuqa daqaale ee dhawaan loo aasaasay dhallinyarada waa la dhiirri galin doonaa si loo horumariyo isla markaana loo xoojiyo barnaamijyo u heellan taageerada ganacsatada dhallinyarada iyo iskaashatooyinka dhallinyarada. Waxa la tix galin doonaa awoodaynta iyo xoojinta u heeganka dawlada iyo qaybaha gaarka ahi u leeyihiin horumarinta shaqaalaynta dahllinta.
- Kordhinta tirade da' yarta ka shaqeysa dawladda, iyada oo loo marayo isu duwida iyo kobcinta barnaamijyada jira ee hoos yimaada Mashruuca Adeegyada Qaran.
- Siyaasad Xirfadeed in la abuur isla markaan fulinteedii la la yimaado.
- Decentralisation of youth employment initiatives that take into cognisance issues of gender, disability and other social exclusion issues.
- Xil saarka waxqabadyada shaqo abuurka dhallinyarada ee tix galiyaha arrimaha jinsiga, naafada, iyo arrimaha kale ee keensada takoorka bulsho.

Ballanqaadka 2aad: Tallaabooyinka Ganacsatada Dalka

- Waxa jirta baahi loo qabo aasaaska iyo awoodaynta waxbarashada ganacsi-ga ee dugsiyada hoose iyo dugsiyada tacliinta sare si loo kobciyo horumarka dhaqanka ganacsi dhallinta dhexdooda isla markaana loo fududeeyo fikirka "iskaa wax u qabso" una daboolaan ardayda qalin jabinaysaa baahiyaha suuqa.
- Nidaam xogeed habaysan oo suuqa shaqaalaha ah ayaa loo baahanyahay in la aasaaso si loo kormeero isbedellada ku yimaada suuqa shaqo isla markaana la fududeeyo qaabaynta, qorshaynta iyo kormeerka siyaasadaha iyo mashaariicda loo adeegsado jiilka shaqo.
- Dawladda iyo wada Hawlgalayaasha Horumar waa inay kor u qaadaan isdhexgalka dhaqaale ee dhallinyarada, sidaas darteed dhallintu waa inay heli karaan dhaqaale, hanti dhul, xirfado shaqo iyo ganacsi abuur intaba.
- Kordhinta fursadaha shaqo iyo joogtaynta xidhiidhka suuqa shaqo iyo dhaqaale.
 - a. Kor u qaadista mashaariicda ganacsi abuurka ee diirada saara qaybaha qiimo ku biirka sare leh (High value added sectors) isla markaana leh awood koboc sida Beeraha, Kalluumaysiga, Xoolaha iyo Tamarta la cusboonaysiin karo si loo abuur boosas shaqo iyada oo loo marayo awood saarista goobaha silsilada qiimaynta (Value chain thematic areas) iyo abuurka ganacsiyada dakhliga yar ku kaca (SMEs) iyo sidoo kale kor u qaadista xidhiidhka la la leeyahay Adeegyada Horumarinta Ganacsiyada (BDS).*
 - b. U ololaynta ganacsiyada xagga nidaamka waxbarasho/ mashaariicda tababar iyo dhiirri galinta ganacsatada da'da yar iyada oo loo fidinayo adeeg dhaqaale iyo Adeegada Horumarinta Ganacsiyada.*
 - c. Xoojinta ururada ganacsiga dakhliga yar ku kaca (SMEs) si loogu ololeeyo taageerada dadka u xil saran masuuliyada.*
 - d. Dhiirri galinta xidhiidhka ka dhexeeya qaybaha guud iyo kuwa gaarka ah, iyo ha'adaha waxbarasho si kor loogu qaado tababarada xirfadaha shaqo*
 - e. Horumarinta mashaariicda xoojinaya shaqaalaysiinta tiro badan oo bulshada ah.*
 - f. Xoojinta iyo ballaadhinta goobaha shaqo si loo fududeeyo geedi socodka suuqa shaqo.*
 - g. Wacyi galinta iyo ogaysiinta fursadaha shaqo ee bannaan iyo tababarada shaqo.*



Ballanqaadka 3aad: Ururada Maxalliga ah iyo kuwa Caalamiga ah

- Xidhiidhka suuqa shaqo iyo nidaamka tababarada xirfadeed oo kor loo qaado.
 - a. Dib u eegista iyo hirgalinta nidaamka waxbarasho ee ku salaysan baahiyaha suuqa iyo manhajyada tababarada wax ka qabanaya xirfadaha aan isku hagaagsanayn.
 - b. Is waafajinta manhajka TVET ee hadda jira, dib u eegista VQA / F iyo hirgalinta tayaynta heerarka tababarada xirfadeed iyo habka shaqaynta shuruudaha qaran ula shaqeeyaan qaybaha gaarka loo leeyahay.
 - c. Tababarada xirfadeed ee TVET in ogaysiis laga bixiyo si loo yareey shaqa la'aanta isla markaana loo horumariyo nidaam hogaankiisu yahay qaybaha gaarka loo leeyahay.
 - d. Xoojinta iyo ballaadhinta ha'ayada ka hawlgala TVET iyo ku bogaadinta qaadashada nidaamka cusub ee TVET si loo gaadho heerar sarreeya oo tababar xirfadeed ah.
 - e. Kordhinta barnaamijyada TVET ee dhanka miyiga si loo helo nidaam TVET ay habluhu ka faa'iidaysan karaan isla markaana u sahla inay helaan shaqooyin.
 - f. Dib u eegista xeerka jaamacadaha si loogu xidho baahiyaha iyo heerarka dhaqaale ee waddanka isla markaana loo hirgaliyo shaqo abuur.
- Dib u habaynta sharciyada iyo nidaamka shaqo iyo horumarinta nidaamka maaraynta xogaha (MIS)
 - a. Horumarinta sharciyada shaqaalaynta iyo siyaasadaha iyo u gudbinta golaaha wakiillada si loo ansixiyo iyada oo la garab wadayo siyaasadaha iyo sharciyada kale ee kor u qaada hab geeddi socod habboon oo shaqo gelin.
 - b. Dib u eegista iyo horumarinta qaab dhismeedka sharci ee jira sida sharciyada la xidhiidha shaqaalaysiinta carruurta.
 - c. Aasaaska nidaamyada xidhiidhka shaqaale.
 - d. Samaynta Siyaasada Qaranka ee Shaqaalaysiinta iyo istaraatijiyada Gacnaxsi abuur.
 - e. Aasaaska iyo xoojinta Ururka loo shaqeeyaha iyo Midowga shaqaalaha.
 - f. Aasaaska iyo xoojinta ha'adaha doodaha bulsho ka qayb ahaan dawladda, ururka loo shaqeeyaha iyo midowga shaqaalaha.
 - g. Diiwaan galinta iyo qaybinta xogta la xidhiidha dhaawacyada yimaada wakhtiyada shaqo iyo xanuunnada
 - h. Nidaamka (MIS) waxa uu fududaynayaa xogta shaqo galin iyo is bedellada ku yimaada.
 - i. Ilaalada xogta laga hayo shaqooyinka cusub ee ka soo bixi kara baahiyaha shaqaale.

HABKA DABA-GALKA IYO QORSHE HAWLEEDKA



Yoolalka lagu caddeeyay qorshayaashan waxa loo baahanyahay in lagu gaadhaa muddo ku habboon, iyada loo la tixgalinayo xaalada shaqo la'aanta dhallinta Somaliland iyo awooda hay'adaha dawlaha ah iyo kuwa gaarka loo leeyahay, oo ahamiyadu ku jirto horumarintooda.

Kadib marka la is la qaato qaabka wada shageynta qorshahan laga wada hawl galayo fullintiisa, waxa lagu wada heshiiyay in la qabto Shirwaynaha Shaqo Abuurka Qaran ee Somaliland si loo horumariyo looguna dhawaaqo qorshe hawleedka ay ku jiri doonaan bartimaameedyo gaar ah iyo muddada lagu gebagebaynayo si loo suurto galiyo barnaamijyo xooga saaraya shaqaalaysiinta dhallinta ee kor ku xusan.

Shirka ugu horreeya Shirwaynaha Shaqo Abuurka Qaran ee Somaliland waxa la qaban doonaa bisha December ee sannadka 2018. Qorshe hawleed loo qoondeeyay wajiga koobaad ayaa la diyaarin doonaa laguna dhawaaqi doonaa bisha da' yarta ee January sannadka 2019. Warbixin faahfaahsan ayaa la muddayn doonaa 12 bilood gudahood oo tilmaamaysa horumarka la gaadhay. Dabagallo dheeraad ah oo ballanqaadyada ah ayaa iyagana la fuldoonaa, iyada oo laga dab qaadanayo casharrada laga bartay wajiga koowaad ee hawlaha

SOMALILAND NATIONAL EMPLOYMENT CONFERENCE

RE- ENGAGING SOMALILAND YOUTH THROUGH TARGETED
SUPPORT AND COLLABORATIVE ACTION

SIGNATURES

We, representatives of organisations, now hereby pledge to work together to achieve the goals set out for both somaliland national youth Employment Strategy and Employment Accord.



On behalf Somaliland Government

Muse Bihi Abdi, The President of Republic of Somaliland



On behalf of Somaliland Chamber of Commerce

On behalf of Somaliland International Partners



Save the
Children



On behalf of Somaliland National Youth Umbrella



On behalf of Somaliland Non-State Actors Forum

29 August 2018, Mansoor Hotel,
Hargeisa, Somaliland.

